

576 - Texas A&M Forest Service

Workforce Summary Document Prepared by the State Auditor's Office.

Based on a review of information **self-reported** by the institution, the following items are worth noting.

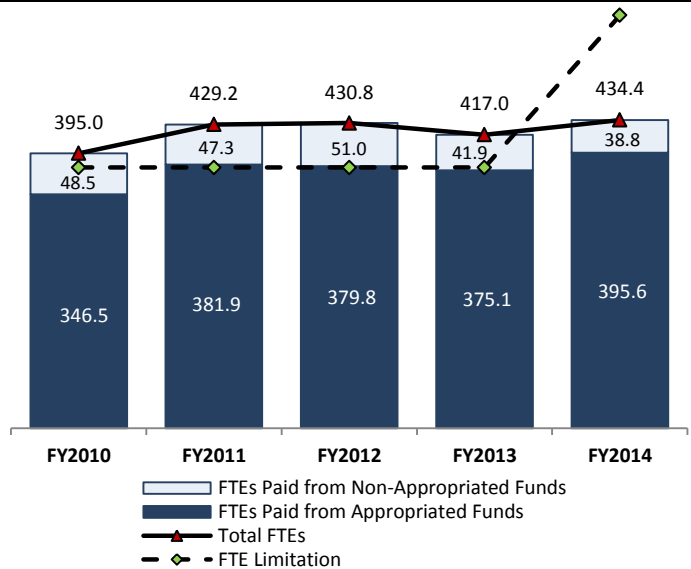
Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation increased by 47.6 percent to 558.2 FTEs in fiscal year 2014 compared to fiscal year 2013. As of August 31, 2014, 4.0 FTEs were administrator positions. The institution's 434.4 total FTEs represent an increase of 39.4 (10.0 percent) in the total number of FTEs since fiscal year 2010.

In fiscal year 2014, 8.9 percent of FTEs were paid from non-appropriated funds. This is a decrease of 20.0 percent in FTEs paid from non-appropriated funds since fiscal year 2010. Only FTEs paid from appropriated funds count against the FTE limitation.

FTEs Below/Above FTE Limitation

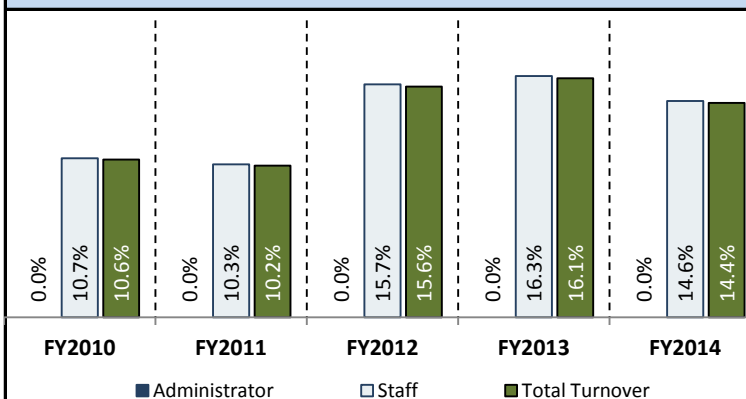
	FY2010	FY2011	FY2012	FY2013	FY2014
FTE Limitation	378.2	378.2	378.2	378.2	558.2
Number Below or Above Limitation	-31.7	+3.7	+1.6	-3.1	-162.6
Percent Below or Above Limitation	-8.4%	+1.0%	+0.4%	-0.8%	-29.1%



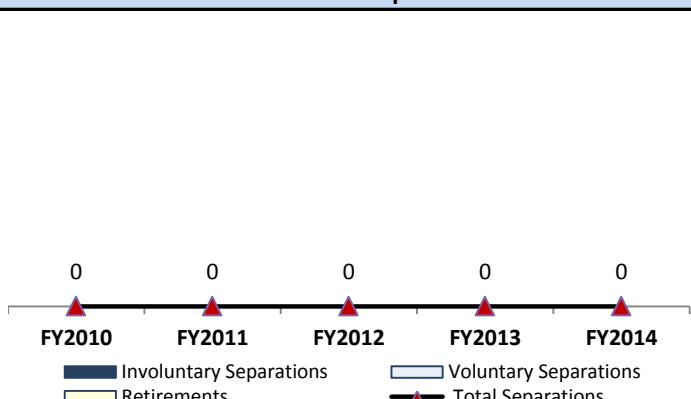
Employee Turnover^a

In fiscal year 2014, the total turnover rate for the institution was 14.4 percent. This was lower than in fiscal year 2013, when the total turnover rate was 16.1 percent. The turnover rate in fiscal year 2014 for administrators (0.0 percent) was the same as fiscal year 2013, and turnover for staff positions (14.6 percent) was lower than in fiscal year 2013.

Turnover Rates



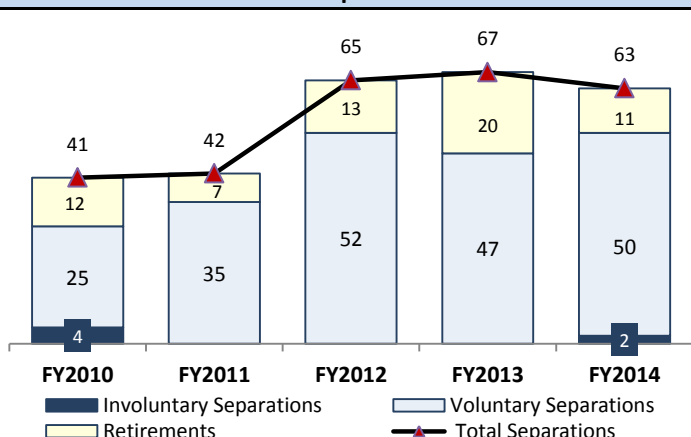
Administrator Separations



Faculty Separations

The Texas A&M Forest Service Does Not Employ Faculty Positions

Staff Separations



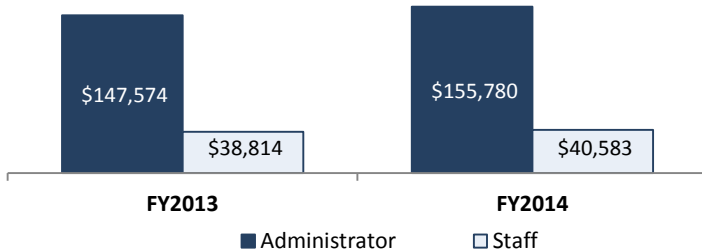
^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

Compensation Information^b

The average salary for staff employees increased by 4.6 percent and for administrators it increased by 5.6 percent when compared to the average salaries in fiscal year 2013. Compared to fiscal year 2010, salary and benefits expenditures increased by 21.5 percent.

In fiscal year 2014, the director's salary was \$194,405. This salary increased from fiscal year 2013, when the director's salary was \$183,400.

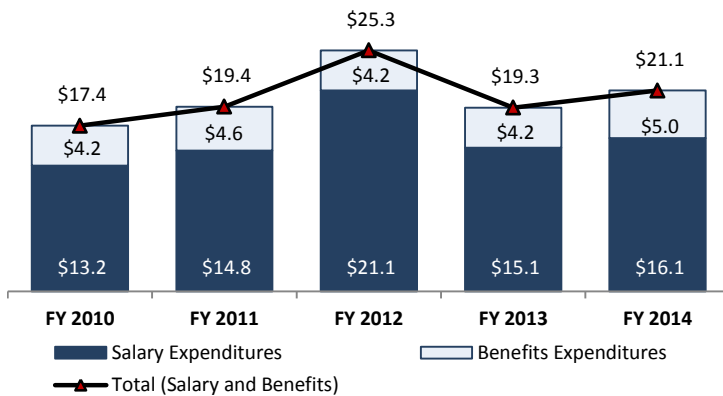
Administrator and Staff Average Salaries



Faculty Average Salary

The Texas A&M Forest Service Does Not Employ Faculty Positions

Salary and Benefits Expenditures (In Millions) (Includes Only Appropriated Funds)



Number and Dollars Spent on Merit Increases

	Fiscal Year 2013		Fiscal Year 2014	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	0	\$ 0	4	\$ 26,915
Faculty	Not Applicable			
Staff	0	\$ 0	357	\$ 664,106
Totals	0	\$ 0	361	\$ 691,021

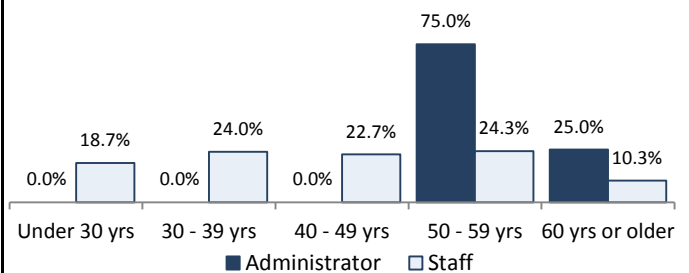
In fiscal year 2014, the institution used appropriated funds to pay for 100.0 percent of administrator merit increases and 89.0 percent of staff merit increases.

Fiscal Year 2014 Workforce Demographics^b

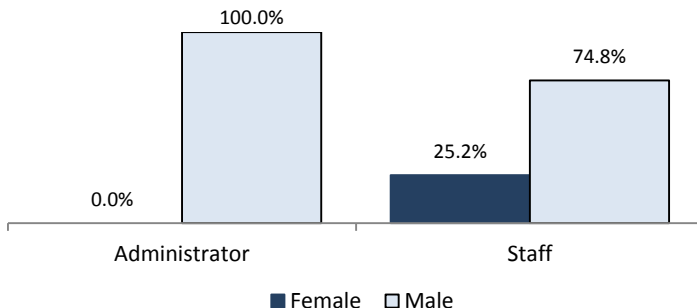
Summary

Of the institution's administrators, 100.0 percent were 40 years of age and older, and of the institution's staff employees, 57.3 percent were 40 years of age or older. The average length of employment at the institution for administrators was 33.0 years, and for staff employees it was 9.8 years.

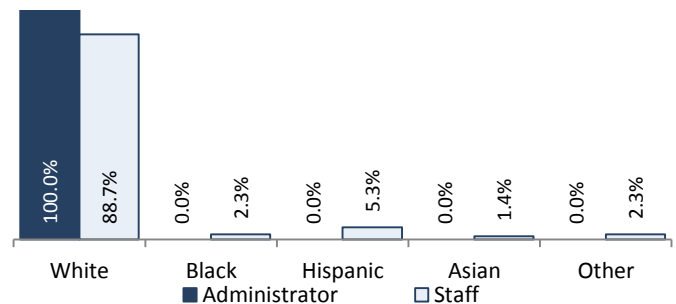
Age: Administrator and Staff



Gender: Administrator and Staff



Ethnicity: Administrator and Staff



^b Administrator and staff data, as well as faculty gender, ethnicity, and merit data, is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.